The Leadership School

2025 Annual Performance Report

Performance Analysis & Comparative Study

Prepared By: The Missouri Charter School Association

Executive Summary

The Leadership School demonstrates impressive improvement in the 2025 Annual Performance Report and MAP proficiency scores, with particular strength in academic growth for student groups. This report highlights areas where The Leadership School exceeds both Normandy Schools Collaborative and Missouri state averages, as well as significant year-over-year improvements from 2024 to 2025.

Key Performance Highlights:

• **Perfect Academic Growth Scores:** The Leadership School achieved an exceptional 100% in both ELA and Math growth for all students and student groups, earning every available growth point.

• **Dramatic Advantage in Student Growth:** Leadership outperformed Normandy Schools by 50-75 percentage points in growth metrics and exceeded state averages by 37-38 percentage points.

• **Significant Proficiency Improvements:** In Mathematics, the percentage of students in Below Basic decreased by over 10 percentage points while students at Basic and Proficient/Advanced levels increased significantly, demonstrating students are moving up the proficiency ladder.

• **Strong Year-over-Year Gains:** Total APR score increased 29.4 percentage points, Performance score increased 41.6 percentage points, and Math Student Groups Status increased 50 percentage points from 2024 to 2025.

Academic Growth: Perfect Performance

The Leadership School's most remarkable achievement is earning 100% of all available growth points in both English Language Arts and Mathematics for all students and student groups. This perfect performance in growth measures demonstrates that The Leadership School is maximizing student learning gains during the academic year. This means that all their students grew more than projected when comparing their MAP scores from 2024 and 2025.

Growth Performance: All Students - 100% Achievement

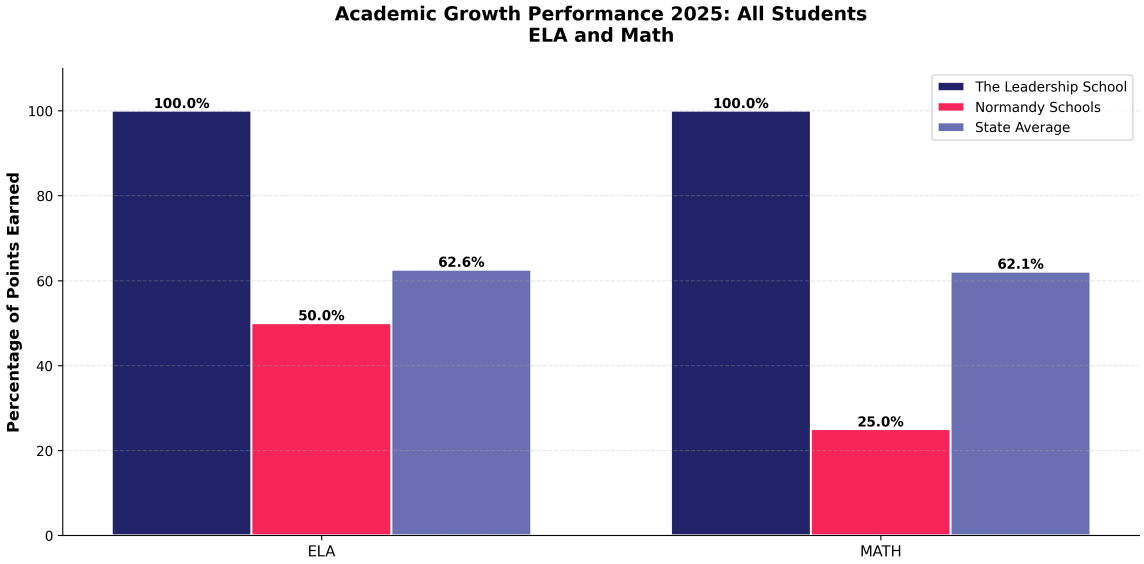
The Leadership School achieved perfect growth scores for all students in 2025:

ELA Growth - All Students: 100%

- Outperforms Normandy Schools (50.0%) by 50 percentage points
- Outperforms State Average (62.6%) by 37.4 percentage points

Math Growth - All Students: 100%

- Outperforms Normandy Schools (25.0%) by 75 percentage points
- Outperforms State Average (62.1%) by 37.9 percentage points



Growth Performance: Student Groups - 100% Achievement

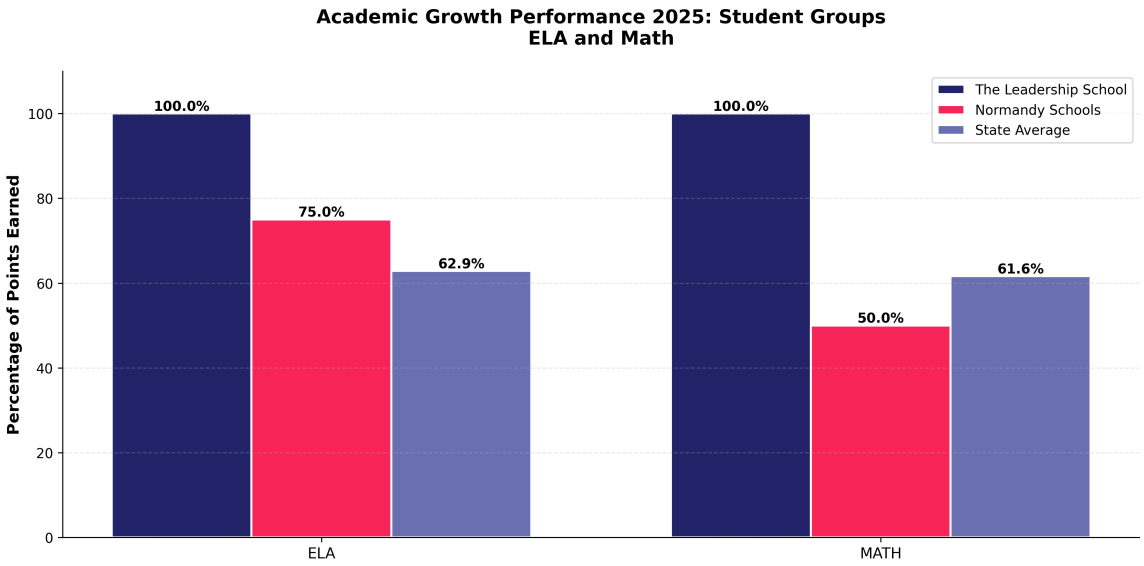
Equally impressive, The Leadership School achieved perfect scores for student groups, demonstrating exceptional effectiveness in serving all students, including those who have been historically underserved:

ELA Growth - Student Groups: 100%

- Outperforms Normandy Schools (75.0%) by 25 percentage points
- Outperforms State Average (62.9%) by 37.1 percentage points

Math Growth - Student Groups: 100%

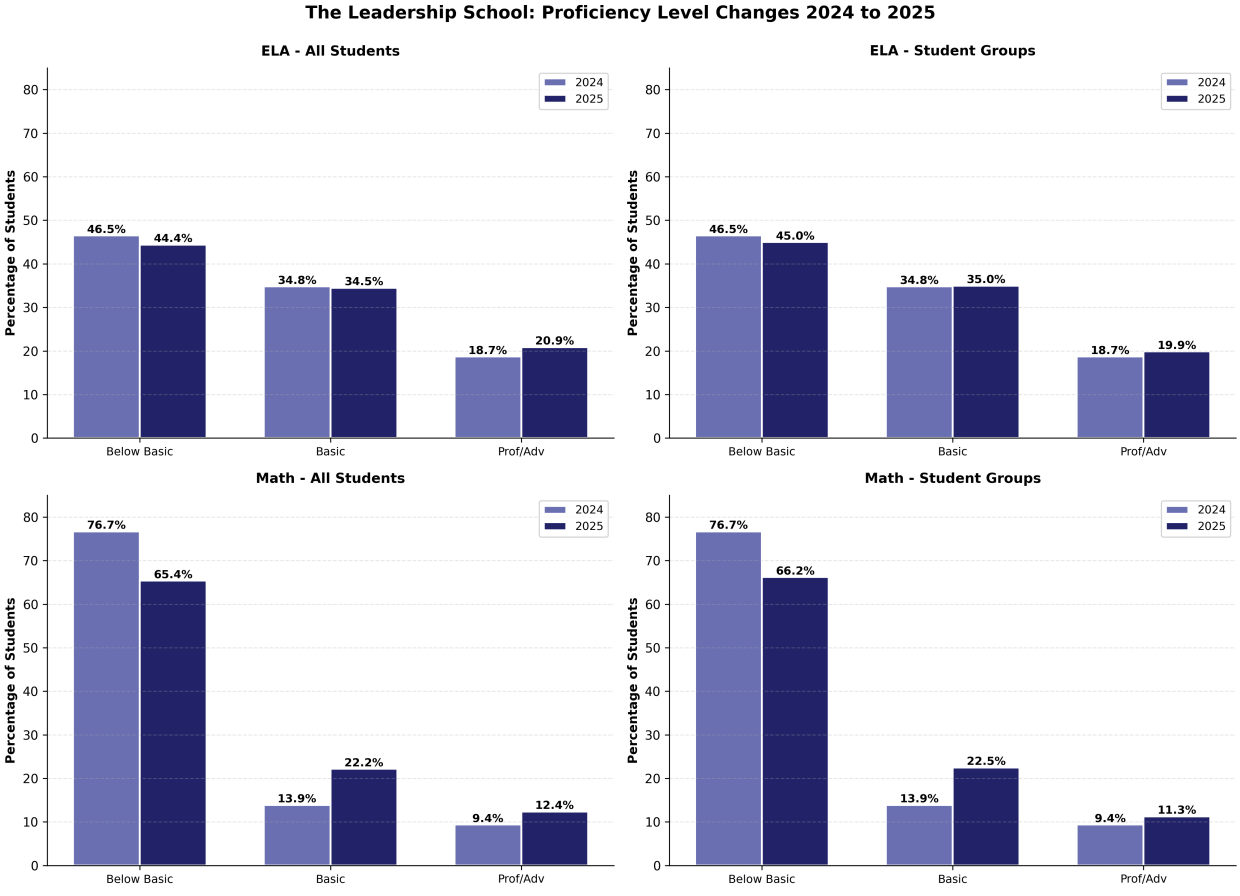
- Outperforms Normandy Schools (50.0%) by 50 percentage points
- Outperforms State Average (61.6%) by 38.4 percentage points



Student Proficiency Improvements: Moving Up the Ladder

Beyond earning perfect growth scores, The Leadership School's students demonstrated proficiency improvements from 2024 to 2025. Students moved from Below Basic to Basic proficiency levels, and from Basic to Proficient/Advanced levels.

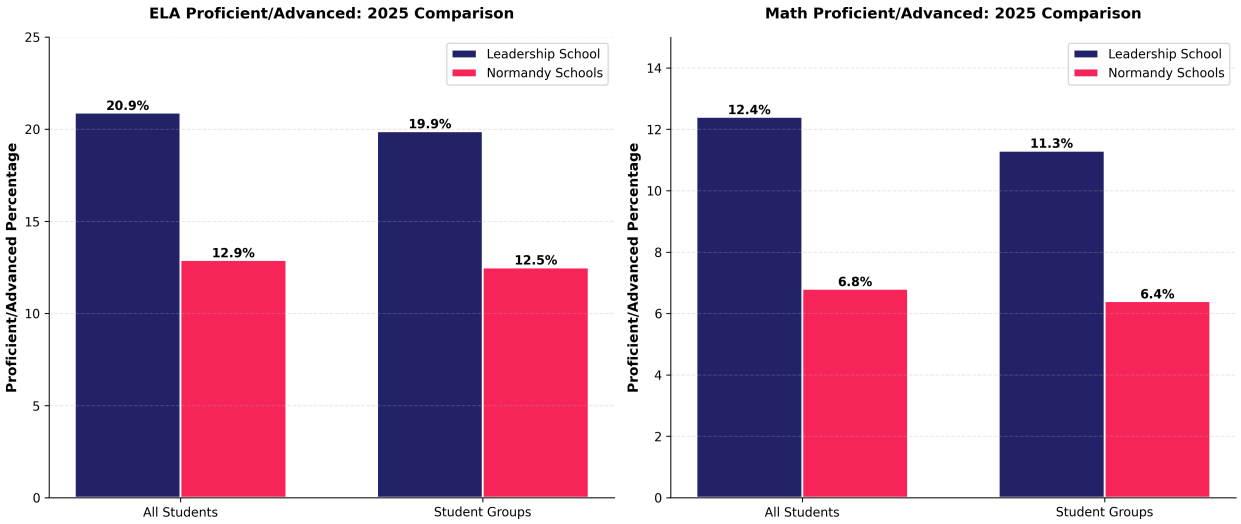
Mathematics: Proficiency Gains



All Students - ELA:

Proficiency Comparison: Leadership Outperforms Normandy

In 2025, The Leadership School outperforms Normandy Schools Collaborative in the percentage of students achieving Proficient or Advanced levels across all measured categories—both in ELA and Mathematics, for both all students and student groups. This demonstrates that Leadership students are not only growing faster but also achieving higher levels of academic proficiency than their peers at the local traditional district.



Mathematics - Proficient/Advanced:

- All Students: Leadership 12.4% vs Normandy 6.8% (+5.6 %)
- Student Groups: Leadership 11.3% vs Normandy 6.4% (+4.9 %)

English Language Arts - Proficient/Advanced:

- All Students: Leadership 20.9% vs Normandy 12.9% (+8.0 %)
- Student Groups: Leadership 19.9% vs Normandy 12.5% (+7.4 %)

Academic Status and Proficiency

Status metrics measure the percentage of students meeting proficiency standards. While The Leadership School excels in growth metrics, status performance shows both areas of strength and continued opportunity for growth in absolute proficiency levels. Even though there is room for growth in this area their scores are comparable to their local traditional district of Normandy School.

Status Performance: All Students

The school's status performance across core subjects in 2024:

ELA Status - All Students: **50.0%**

Normandy Schools: 50.0%

State Average: 68.7%

Math Status - All Students: **0.0%**

Normandy Schools: 0.0%

State Average: 65.5%

Status Performance: Student Groups

Student group status performance in 2025 reflects the school's commitment to equitable outcomes:

ELA Status - Student Groups: **50.0%**

Normandy Schools: 50.0%

State Average: 65.0%

Math Status - Student Groups: **50.0%**

Normandy Schools: 50.0%

State Average: 63.6%

• **Year-over-Year:** Math Status for Student Groups Improved from 0.0% in 2024 to 50.0% in 2025

Year-over-Year Progress: 2024 to 2025

Examining The Leadership School's performance from 2024 to 2025 reveals significant improvements across key metrics, demonstrating the school's capacity for continuous growth and enhancement. In addition to the proficiency improvements detailed earlier, the school made substantial gains in overall APR performance measures.

Areas of Significant Improvement

Math Status - Student Groups: Increased from 0.0% to 50.0%

Performance Points: Increased from 25.0% to 66.6% (+41.6%)

Total APR Score: Increased from 38.0% to 67.4% (+29.4%)

Mathematics Proficiency - All Students: Below Basic decreased 11.3%, Basic increased 8.3%, Proficient/Advanced increased 3.0%

Mathematics Proficiency - Student Groups: Below Basic decreased 10.5%, Basic increased 8.6%, Proficient/Advanced increased 1.9%

ELA Proficiency - All Students: Below Basic decreased 2.1%, Proficient/Advanced increased 2.2%

ELA Proficiency - Student Groups: Below Basic decreased 1.5%, Proficient/Advanced increased 1.2%

Conclusion

The Leadership School's 2025 Annual Performance Report demonstrates exceptional effectiveness in promoting student academic growth, with perfect scores in both ELA and Math growth for all students and student groups. Combined with significant proficiency improvements and year-over-year gains in overall performance metrics, The Leadership School shows strong momentum and a comprehensive commitment to student achievement.

Key Achievements:

1. Perfect Growth Performance: 100% of growth points earned in ELA and Math for both all students and student groups, dramatically outperforming all comparison groups by 25-75 percentage points.

2. Significant Proficiency Improvements: In Mathematics, students moved substantially out of Below Basic (down 10-11%) into Basic (up 8+%) and Proficient/Advanced (up 2-3%), demonstrating real academic progress on the proficiency ladder.

3. Outperforms Local District: In 2025, The Leadership School exceeded Normandy Schools in Proficient/Advanced percentages across all categories: ELA All Students (+8.0%), ELA Student Groups (+7.4%), Math All Students (+5.6%), and Math Student Groups (+4.9%).

4. Substantial Year-over-Year Gains: Total APR score improved 29.4 percentage points, Performance score improved 41.6 percentage points, and Math Student Groups Status improved 50 percentage points from 2024 to 2025.

5. Equity in Achievement: Student groups achieve the same perfect growth scores as all students, and show similar or better proficiency improvements, demonstrating the school's commitment to serving every learner effectively.

The Leadership School exemplifies what is possible when a school commits to maximizing student growth and moving students to higher levels of academic achievement. These results demonstrate that The Leadership School is fulfilling its mission to provide exceptional educational opportunities and outcomes for all students, with particular effectiveness in serving historically underserved student populations.